

MINUTES
PERSONNEL COMMITTEE
Tuesday, November 4, 2014
City Hall, Room 207
3:00 p.m.

Members Present: Ald. Andy Nicholson, Ald. Thomas Sladek, Ald. Thomas DeWane, and Ald. Guy Zima

Others Present: Ald. Joe Moore, Lynn Boland, Tom Molitor, Melanie Falk, and others.

1. Roll Call.

Ald. Zima absent.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

3. Approval of the minutes from the October 28, 2014 meeting.

A motion to approve the minutes of the meeting of October 28, 2014 was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried 3-0.

4. Request to approve the employee health benefit plan design for 2015.

Director Boland reviewed the design for the 2015 proposed health benefit plan explaining the in-network deductible for single will go from \$500 to \$1,500 and from \$1,500 to \$3,000 for family. The City will establish a Deductible Reimbursement Account (DRA) that will reimburse the last \$500 for single coverage and the last \$1,000 for family coverage. Co-insurance will remain at 90% and out-of-pocket maximums will increase from \$1,000 to \$3,000 for single and from \$3,000 to \$6,000 for family. Office visit co-pays will increase from \$15 to \$25, but co-pays will track toward the out-of-pocket maximum. In addition, the City has made arrangements with Bellin Health Fast Care at Shopko for a \$10 co-pay. If an individual goes to Bellin Health Fast Care at Shopko, they will only pay a \$10 co-pay. The \$10 co-pay will not track against the maximums since this is a separate agreement. Changes to prescription drug coverage include 2 co-pays for a 90-day supply instead of 1 co-pay; and the addition of a fourth tier for specialty drugs at 10% of the cost not to exceed a \$75 co-pay. Again, any co-pays for prescription drugs will track against the out-of-pocket maximum which is new this year and required under the Affordable Care Act. Director Boland stated as a result of this design, premiums will decrease slightly by 0.6% for employees and 0.6% for the employer. In addition, the City will continue to fund the Personal Benefit Accounts at \$200-single and \$400-family to employees that participate and complete the requirements for the Health Risk Assessment

(HRA). Dollars earned for Personal Benefit Accounts (PBA) roll over from year to year. There are approximately 800 employees that had dollars funded in their PBA accounts this year.

Ald. Sladek commented that participation in the plan is very high. Director Boland agreed and stated about 90% of employees participate in the health risk assessments.

A motion to approve the employee health benefit plan design for 2015 was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried 3-0.

5. Request to approve contracting for an attorney to advise the Council on any issue at a contract salary of \$30,000 per year.

A motion to hold the request to approve contracting for an attorney to advise the Council on any issue was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried 3-0.

6. Update and discussion regarding labor negotiations.

A motion to convene in closed session was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried on roll call vote. Ald. Sladek read the closed session language.

Ald. Zima arrived while the committee was in closed session.

Reporting out of closed session, Ald. Zima indicated no decision was made regarding labor negotiations and moved to hold this item until the next session. Motion seconded by Ald. Nicholson. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. DeWane at 4:05 p.m. Motion carried unanimously.

Respectfully submitted,
Peggy Barden
Recording Secretary